



## Personnel Schedules

### Authorized Personnel

- General Fund
- Water / Wastewater Utility Fund
- Hotel Occupancy Tax Fund

### Pay & Classification Plan

- Listing by Title
- Listing by Range
- Public Safety





# Personnel Schedules



**Authorized Personnel - General Fund**

Department	Positions			Full Time Equivalents		
	2006-07 Actual	2007-08 Revised	2008-09 Approved	2006-07 Actual	2007-08 Revised	2008-09 Approved
Administration	11	13	13	11.00	13.00	13.00
Legal Services	0	0	0	0.00	0.00	0.00
Planning & Community Development	22	20	20	21.75	19.75	19.75
Information Technology	17	22	22	17.00	22.00	22.00
Building Inspections	12	12	12	12.00	12.00	12.00
Finance	20	23	23	19.50	22.50	22.50
Purchasing	8	9	9	8.00	9.00	9.00
General Services	0	0	0	0.00	0.00	0.00
Library	33	32	33	29.25	29.25	29.25
Police	194	209	213	193.00	208.00	212.00
Fire	124	129	129	124.00	129.00	129.00
Parks & Recreation	104	106	108	92.50	94.50	96.50
Human Resources	10	11	11	9.75	10.75	10.75
Engineering & Development Services	41	44	45	40.75	43.75	44.75
Streets	48	48	48	48.00	48.00	48.00
Transportation	9	9	9	8.50	8.50	8.50
City Shop	15	15	15	15.00	15.00	15.00
Municipal Court	12	12	12	10.50	10.50	10.50
Total	680	714	722	660.50	695.50	702.50

## Personnel Schedules

### Authorized Personnel by Fund

#### Authorized Personnel - Utility Fund

Department	Positions			Full Time Equivalents		
	2006-07 Actual	2007-08 Revised	2008-09 Approved	2006-07 Actual	2007-08 Revised	2008-09 Approved
Utilities Administration	10	10	9	10.00	10.00	9.00
Water Treatment Plant	17	17	17	17.00	17.00	17.00
Water Systems Support	20	21	21	20.00	21.00	21.00
Water Line Maintenance	31	31	32	31.00	31.00	32.00
Wastewater Treatment Plant	0	0	0	0.00	0.00	0.00
Wastewater Systems Support	4	4	4	4.00	4.00	4.00
Wastewater Lines Maintenance	26	27	28	26.00	27.00	28.00
Environmental Services	5	5	6	5.00	5.00	6.00
Utility Billings & Collections	15	16	16	14.50	15.00	15.00
Total	128	131	133	127.50	130.00	132.00

#### Authorized Personnel - Hotel Occupancy Tax Fund

Department	Positions			Full Time Equivalents		
	2006-07 Actual	2007-08 Revised	2008-09 Approved	2006-07 Actual	2007-08 Revised	2008-09 Approved
Convention & Visitors Bureau	4	4	4	3.50	3.50	3.50
Total	4	4	4	3.50	3.50	3.50

#### Authorized Personnel Summary

Department	Positions			Full Time Equivalents		
	2006-07 Actual	2007-08 Revised	2008-09 Approved	2006-07 Actual	2007-08 Revised	2008-09 Approved
General Fund	680	714	722	660.50	695.50	702.50
Utility Fund	128	131	133	127.50	130.00	132.00
Hotel Occupancy Tax Fund	4	4	4	3.50	3.50	3.50
Total Authorized Positions	812	849	859	791.50	829.00	838.00

**Pay & Classification - by Title/October 1, 2008**

<b>Classification</b>	<b>Range</b>
Accountant I	10
Accountant II	12
Accounting Supervisor	13
Accounting Technician I	6
Accounting Technician II	8
Accreditation Manager	11
Administrative Assistant	9
Administrative Manager	15
Administrative Specialist	11
Administrative Support Coordinator	11
Administrative Technician I	5
Administrative Technician II	6
Administrative Technician III	8
Animal Control Officer	6
Animal Control Supervisor	10
Arborist	10
Assistant City Engineer	16
Assistant City Manager	20
Assistant City Secretary	11
Assistant Finance Director	16
Assistant Fire Chief	STEP
Assistant PARD Director	16
Assistant Police Chief	18
Assistant Street & Drainage Superintendent	12
Associate Planner	11
Athletics/Aquatics Manager	14
Athletics/Aquatics Program Supervisor	10
Bridge Maintenance Specialist	9
Brush Service Representative	5
Budget Analyst I	11
Budget Analyst II	12
Budget Supervisor	13
Building Inspector	9
Building Permits Technician	8
Bus Driver	4
Business Consultant	13
Buyer I	8
Buyer II	9
Call Taker	6
Chief Building Official	15
Chief Commercial Inspector	13
Chief Construction Inspector	13

## Personnel Schedules

### Pay & Classification

#### Pay & Classification - by Title/October 1, 2008

Classification	Range
Chief Electrical Inspector	12
Chief of PW Operations	19
Chief Residential Inspector	12
Chief Utility Engineer	15
City Engineer	18
City Manager	NO RANGE
City Secretary	14
Code Enforcement Officer	9
Code Enforcement Supervisor	11
Commercial Inspector	11
Communications Director	17
Communications Training Officer	10
Community Development Assistant	9
Community Development Coordinator	13
Computer Support Technician	8
Construction Inspector I	9
Construction Inspector II	11
Contract Specialist	11
Contract Technician	6
Controller	16
Court Administrator	13
Court Bailiff	9
Crime Scene Specialist I	11
Crime Scene Specialist II	12
Custodian	4
Customer Service Representative I/II	6
Customer Service Representative III	7
Customer Service Supervisor - Municipal Court	10
Customer Service Supervisor - Utility Billing	10
Data Base Administrator	14
Deputy Clerk I	6
Deputy Clerk II	7
Director, Convention & Visitor's Bureau	15
Driver	STEP
Emergency Management Coordinator	14
Engineer Assistant I	10
Engineer Assistant II	11
Engineer Assistant III	12
Engineer Associate I	12
Engineer Associate II	13
Engineer I/II	14
Engineer III	15

**Pay & Classification - by Title/October 1, 2008**

<b>Classification</b>	<b>Range</b>
Engineering Technician I	8
Engineering Technician II	9
Environmental Lab Analyst	9
Environmental Systems Supervisor	12
Equipment Operator I	5
Equipment Operator II	6
Equipment Operator III	7
Evidence Control Supervisor	11
Evidence Technician	8
Executive Assistant	11
Facility Controls Electrician	9
Facility Maintenance Coordinator	12
Facility Maintenance Technician	8
Field Laboratory Technician	6
Field Service Representative I/II/III/IV	7
Field Services Coordinator	7
Finance Director	18
Finance Programs Manager	15
Fire Battalion Chief	STEP
Fire Captain	STEP
Fire Chief	19
Fire Lieutenant	STEP
Firefighter	STEP
Forestry Crew Leader	8
Forestry Foreman	9
Forestry Manager	15
Forestry Supervisor	11
Forestry Technician	5
General Services Custodian	5
GIS Analyst	12
GIS Coordinator	16
GIS Specialist	13
GIS Technician I	8
GIS Technician II	10
Grants Coordinator	11
HR Benefits Manager	13
Human Resource Assistant I	6
Human Resource Assistant II	7
Human Resource Assistant III	8
Human Resource Generalist	11
Human Resources Director	18
I&I Coordinator	9



## Personnel Schedules

### *Pay & Classification*

#### **Pay & Classification - by Title/October 1, 2008**

<b>Classification</b>	<b>Range</b>
Information Specialist	11
Information Technology & Communications Manager	17
Librarian I	10
Librarian II	12
Library Director	18
Library Manager	13
Library Technician I	5
Library Technician II	6
Library Technician III	7
Library Technician IV	9
Line Locator	9
Logistics Officer	10
Logistics Technician	8
Management Analyst I	11
Management Analyst II	13
Marketing Specialist I	11
Marketing Specialist II	13
Mechanic I	6
Mechanic II	9
Mechanic III	10
Meter Reader I	5
Meter Reader II	6
Meter Reader III	7
Meter Reader Supervisor	9
Meter Service Technician I	6
Meter Service Technician II	7
Meter Service Technician III	8
Meter Shop Supervisor	9
Network Administrator I	11
Network Administrator II	12
Network Administrator III	13
Office Manager	9
Operations Technician I&I	8
PARD Director	18
Parks Development Manager	15
Parks Development Specialist	12
Parks Maintenance Crew Leader	8
Parks Maintenance Foreman	9
Parks Maintenance Worker I/II	6
Parks Maintenance Worker III	7
Parks Manager	14
Parks Supervisor	10



**Pay & Classification - by Title/October 1, 2008**

<b>Classification</b>	<b>Range</b>
Parts Inventory Technician	6
Payroll Coordinator	12
Payroll Technician	8
Planner	12
Planning & Community Development Director	18
Planning & Programs Administrator	16
Planning Coordinator	16
Planning Technician	9
Police Cadet	STEP
Police Captain	STEP
Police Chief	19
Police Lieutenant	STEP
Police Officer	STEP
Police Reserve Officer	STEP
Police Sergeant	STEP
Pretreatment Compliance Specialist	10
Principal Planner	14
Program Manager	14
Project Manager I	12
Project Manager I (Part-Time)	12
Project Manager II	13
Project Specialist I	9
Public Safety Officer	9
Public Works Operations Manager	15
Purchaser	11
Purchasing Assistant	7
Purchasing Manager	15
Purchasing Supervisor	13
Purchasing Technician	6
PW Liaison Construction Manager	16
Receptionist	5
Records Supervisor	10
Records Technician	6
Recreation Assistant Shift Leader	7
Recreation Building Attendant	2
Recreation Center Supervisor/CMRC	11
Recreation Leader I	4
Recreation Leader II	5
Recreation Manager	14
Recreation Program Coordinator	9
Recreation Shift Leader	8
Recycling Attendant I	4

## Personnel Schedules

### Pay & Classification

#### Pay & Classification - by Title/October 1, 2008

Classification	Range
Recycling Attendant II	5
Report Taker	7
Report Taker Supervisor	8
Safety/Risk Manager	15
Safety Program Coordinator	11
SCADA Field Technician	11
Senior Building Inspector	11
Senior Code Enforcement Officer	10
Senior Deputy Clerk	10
Senior Engineer	14
Senior Human Resource Manager	15
Senior Network Administrator	15
Senior Planner	13
Senior Utility Engineer	14
Senior Utility Services Manager	15
Senior Utility Worker	7
Shop Foreman	11
Shop Superintendent	14
Shop Supervisor	11
Sign Pick up	4
Signs & Markings Tech I	5
Signs & Markings Technician II	6
Signs & Markings Technician III	7
Street & Drainage Crew Leader	8
Street & Drainage Superintendent	14
Street Foreman	9
Street Supervisor	9
System Administrator I	12
System Administrator II	14
System Administrator III	16
System Support Specialist	10
Systems Analyst	11
Systems Analyst II	12
Technology Specialist	12
Telecommunication Operations Manager	14
Telecommunications Operator I	9
Telecommunications Operator II	9
Telecommunications Supervisor	12
Traffic Operations Supervisor	12
Traffic Signal Supervisor	11
Traffic Signal Technician I	6
Traffic Signal Technician II	8

**Pay & Classification - by Title/October 1, 2008**

<b>Classification</b>	<b>Range</b>
Traffic Signal Technician III	9
Transportation Planner II	14
Transportation Services Director	18
Treasury Accountant	12
Utility Director	18
Utility Capital Improvement Project Construction Specialist	11
Utility Crew Leader	8
Utility Inventory Specialist	9
Utility Line Locator	9
Utility Office Manager	12
Utility Operations Manager	15
Utility Supervisor	11
Utility Support Superintendent	12
Utility System Integrator	13
Utility Systems Analyst	12
Utility Worker I/II	6
Utility Worker III	7
Victims Services Advocate	8
Victims Services Coordinator	11
Water/Wastewater System Mechanic I	6
Water/Wastewater System Mechanic II	7
Water/Wastewater System Mechanic III	8
Water/Wastewater System Mechanic IV	9
Water/Wastewater System Mechanic Supervisor	11
Water Distribution Operator I	7
Water Distribution Operator II	8
Water Distribution Operator III	9
Water Plant Operator I	7
Water Plant Operator II	9
Water Plant Supervisor	11
Waterline Maintenance Coordinator	9
Web Administrator	12

## Personnel Schedules

### *Pay & Classification - by Range*

#### **Pay & Classification - by Range/October 1, 2008**

<b>PAY RANGE 2</b>	<b>\$16,619.20 - \$24,252.80</b>
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Recreation Building Attendant

<b>PAY RANGE 4</b>	<b>\$19,884.80 - \$29,473.60</b>
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Bus Driver

Custodian

Recycling Center Attendant I

Recreation Leader I\*

<b>PAY RANGE 5</b>	<b>\$21,756.80 - \$32,489.60</b>
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Administrative Technician I

Brush Service Representative

Customer Service Representative I\*

Equipment Operator I

Field Service Representative I\*

Forestry Technician

General Services Custodian

Library Technician I\*

Meter Reader I\*

Parks Maintenance Worker I

Recreation Leader II\*

Recycling Attendant II

Receptionist

Signs & Markings Technician I

Utility Worker I\*



**Pay & Classification - by Range/October 1, 2008****PAY RANGE 6****\$23,857.60 - \$35,796.80**

Accounting Technician I  
Administrative Technician II  
Animal Control Officer  
Contract Technician  
Customer Service Representative II\*  
Deputy Clerk I  
Equipment Operator II  
Field Laboratory Technician  
Field Service Representative II\*  
Human Resources Assistant I  
Library Technician II\*  
Mechanic I  
Meter Reader II\*  
Meter Service Technician I\*  
Parks Maintenance Worker II  
Parts Inventory Technician  
Purchasing Technician  
Records Technician  
Signs & Markings Technician II  
Traffic Signal Technician I  
Utility Worker II\*  
Water Service Representative  
W/WW System Mechanic I\*

**PAY RANGE 7****\$26,124.80 - \$39,436.80**

Customer Service Representative III\*  
Deputy Clerk II  
Equipment Operator III  
Field Services Coordinator  
Field Service Representative III / IV\*  
Human Resources Assistant II  
Library Technician III\*  
Meter Reader III\*  
Meter Service Technician II\*  
Parks Maintenance Worker III  
Purchasing Assistant  
Recreation Assistant Shift Leader\*  
Report Taker  
Senior Utility Worker  
Signs & Markings Technician III  
Utility Worker III  
W/WW System Mechanic II\*  
Water Distribution Operator I\*

## Personnel Schedules

### *Pay & Classification - by Range*

#### **Pay & Classification - by Range/October 1, 2008**

##### **PAY RANGE 8**

**\$28,641.60 - \$43,451.20**

Accounting Technician II  
Administrative Technician III  
Building Permit Technician  
Buyer I  
Computer Support Technician  
Engineering Technician I\*  
Evidence Control Technician  
Facility Maintenance Technician  
Forestry Crew Leader  
GIS Technician I  
Human Resources Assistant III  
Logistics Technician  
Meter Service Technician III  
Operations Technician (I&I)  
Parks Maintenance Crew Leader  
Payroll Technician  
Recreation Shift Leader\*  
Report Taker Supervisor  
Telecommunications Operator I\*  
Traffic Signal Technician II  
Utility Crew Leader  
Victims Services Advocate  
W/WW System Mechanic III  
Water Distribution Operator II\*  
Water Plant Operator I

**Pay & Classification - by Range/October 1, 2008****PAY RANGE 9****\$31,366.40 - \$47,881.60**

Administrative Assistant  
 Bridge Maintenance Specialist  
 Building Inspector  
 Buyer II  
 Code Enforcement Officer  
 Community Development Assistant  
 Construction Inspector I  
 Court Bailiff  
 Engineering Technician II\*  
 Environmental Lab Analyst  
 Facility Controls Electrician  
 Forestry Foreman  
 I&I Coordinator  
 Library Technician IV  
 Line Locator  
 Mechanic II  
 Meter Reader Supervisor  
 Office Manager  
 Parks Maintenance Foreman  
 Planning Technician  
 Project Specialist I  
 Public Safety Officer  
 Recreation Program Coordinator  
 Street Foreman  
 Telecommunications Operator II\*  
 Traffic Signal Technician III  
 Utility Inventory Specialist  
 W/WW System Mechanic IV  
 Water Distribution Operator III  
 Waterline Maintenance Coordinator  
 Water Plant Operator II

**PAY RANGE 10****\$34,340.80- \$52,748.80**

Accountant I  
 Animal Control Supervisor  
 Athletics/Aquatics Program Supervisor  
 Communications Training Officer  
 Customer Service Supervisor  
 Engineering Assistant I\*  
 GIS Technician II  
 Librarian I\*

## Personnel Schedules

### *Pay & Classification - by Range*

#### **Pay & Classification - by Range/October 1, 2008**

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**PAY RANGE 10 (cont.)****\$34,340.80 - \$52,748.80**

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Logistics Officer  
Mechanic III  
Meter Shop Supervisor  
Parks Supervisor  
Pretreatment Compliance Specialist  
Records Supervisor  
Senior Code Enforcement Officer  
Senior Deputy Clerk  
Street Supervisor  
System Support Specialist I  
Water Conservation Specialist

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**PAY RANGE 11****\$37,606.40 - \$58,136.00**

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Accreditation Manager  
Assistant City Secretary  
Associate Planner\*  
Budget Analyst I  
Code Enforcement Supervisor  
Commercial Inspector  
Construction Inspector II  
Contract Specialist  
Crime Scene Specialist I  
Engineering Assistant II\*  
Evidence Control Supervisor  
Executive Administrative Assistant  
Forestry Supervisor  
Human Resources Generalist  
Information Specialist  
Management Analyst I  
Marketing Specialist I  
Network Administrator I  
Purchaser  
Recreation Center Supervisor  
Safety Program Coordinator  
SCADA Technician  
Senior Building Inspector  
Shop Foreman  
Shop Supervisor  
Systems Analyst I  
Traffic Signal Supervisor  
Utility CIP Construction Specialist  
Utility Supervisor  
Victims Services Coordinator  
W/WW System Mechanic Supervisor  
Water Plant Supervisor



**Pay & Classification - by Range/October 1, 2008****PAY RANGE 12****\$41,204.80 - \$64,064.00**

Accountant II  
Assistant Street & Drainage Superintendent  
Budget Analyst II  
Chief Electrical Inspector  
Chief Residential Inspector  
Crime Scene Specialist II  
Engineering Assistant III\*  
Engineering Associate I\*  
Environmental Systems Supervisor  
Facility Maintenance Coordinator  
GIS Analyst  
Librarian II\*  
Network Administrator II  
Parks Development Specialist  
Payroll Coordinator  
Planner\*  
Project Manager I  
Systems Administrator I  
Systems Analyst II  
Technology Specialist  
Telecommunication Supervisor  
Traffic Operations Supervisor  
Treasury Accountant  
Utility Office Manager  
Utility Support Superintendent  
Utility Systems Analyst  
WEB Administrator

**PAY RANGE 13****\$46,155.20 - \$72,238.40**

Accounting Supervisor  
Budget Supervisor  
Chief Commercial Inspector  
Chief Construction Inspector  
Community Development Coordinator  
Court Administrator  
Engineering Associate II\*  
GIS Specialist  
Human Resources Benefit Manager  
Library Manager  
Management Analyst II  
Marketing Specialist II  
Purchasing Supervisor  
Project Manager II  
Senior Planner\*  
Utility Systems Integrator

## Personnel Schedules

### *Pay & Classification - by Range*

#### **Pay & Classification - by Range/October 1, 2008**

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<b>PAY RANGE 14</b>	<b>\$51,729.60 - \$81,473.60</b>
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Athletics/Aquatics Manager  
City Secretary  
Database Administrator  
Emergency Management Coordinator  
Engineer I/II\*  
Parks Manager  
Principal Planner\*  
Programs Manager  
Public Services Manager  
Recreation Manager  
Shop Superintendent  
Street & Drainage Superintendent  
Systems Administrator II  
Telecommunications Operations Manager  
Transportation Planner II

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<b>PAY RANGE 15</b>	<b>\$57,969.60 - \$91,894.40</b>
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Administrative Manager  
Budget Manager  
Chief Building Official  
Engineer III\*  
Financial Programs Manager  
Forestry Manager  
Parks Development Manager  
Public Works Operation Manager  
Purchasing Manager  
Senior Network Administrator  
Senior Utility Services Manager  
Senior Human Resources Manager  
Utility Operations Manager

**Pay & Classification - by Range/October 1, 2008****PAY RANGE 16** **\$66,393.60 - \$105,934.40**

Assistant City Engineer  
 Assistant Finance Director  
 Assistant PARD Director  
 Director, Convention & Visitors Bureau  
 GIS Coordinator  
 Planner Coordinator  
 Planning & Programs Administrator  
 PW Liaison Construction Manager  
 Safety & Risk Manager  
 Systems Administrator III

**PAY RANGE 17** **\$76,044.80 - \$122,137.60**

Communications Director  
 ITC Manager

**PAY RANGE 18** **\$86,673.60 - \$141,252.80**

Assistant Police Chief  
 City Engineer  
 Finance Director  
 Human Resources Director  
 Library Director  
 PARD Director  
 Planning & Community Development Director  
 Transportation Services Director  
 Utilities Director

**PAY RANGE 19** **\$98,904.00 - \$163,196.80**

Chief of PW Operations  
 Fire Chief  
 Police Chief

**PAY RANGE 20** **\$113,734.40 - \$187,678.40**

Assistant City Manager

\*Denotes job is part of a Career Ladder

## Personnel Schedules

### *Pay & Classification - Public Safety*

#### **Pay & Classification - Public Safety/October 1, 2008 Tenure-Based Progression**

##### **POLICE DEPARTMENT**

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Police Officer	\$44,090 - \$65,619
Police Sergeant	\$61,642 - \$78,584
Police Lieutenant	\$75,043 - \$90,790
Police Captain	\$86,081 - \$104,932

##### **FIRE DEPARTMENT**

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Firefighter	\$38,176 - \$58,502
Driver	\$50,698 - \$64,355
Lieutenant	\$57,454 - \$70,791
Captain	\$65,112 - \$77,867
Battalion Chief	\$73,790 - \$85,642
Assistant Chief	\$81,182 - \$95,680